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ABSTRACT

This salary survey of special libraries throughout New York State presents earnings for librarians and associated personnel employed by corporate, academic, government agency, public, and other institutions as of January 1979. Most chief librarians earn between $15,000 and $24,999 while the range for all others falls between $10,000 and $19,999. Salary figures are analyzed by occupational title, education achieved, tenure, and by numbers of persons supervised. The report includes information on working hours, promotions, bonuses, union membership, and fringe benefits. (RAA)

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SPECIAL LIBRARIES ASSOCIATION: NEW YORK CHAPTER

SALARY SURVEY

1979

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SPECIAL LIBRARIES ASSOCIATION NEW YORK CHAPTER

SALARY SURVEY 1979

The conclusions contained in this report are based on 314 replies, slightly more than 35 percent of the questionnaires mailed in January 1979 to all the libraries listed in the Special Libraries Directory of Greater New York, 14th edition. Many returns were incomplete, so the number of replies to any one question may be fewer than the total number of questionnaires returned.

DESCRIPTION OF LIBRARIES THAT RETURNED THE QUESTIONNAIRE

Law libraries whose parent organizations are profit-making institutions were considered corporate libraries. Libraries supported by voluntary hospitals, social service agencies, non-profit research institutions, and law libraries belonging to non-profit agencies were classified as non-profit. Profit-making institutions sent 148 or 47.1 percent of the replies. One hundred sixty-six replies (52.9%) came from non-profit institutions.

TABLE 1

REPLIES RECEIVED BY TYPE OF LIBRARY

Library	Number	Percent
Total	314	100.0
Corporate	130	41.5
Academic	56	17.8
Government agency	24	7.6
Public	9	2.9
Other (not specified)	45	14.3
Other (specified)	50	15.9
Health sciences	30	9.6
Law	17	5.4
Museum	3	1.0

Most of the libraries that replied to the questionnaire had no more than two persons in each occupational category, professional, para-professional, and clerical.

TABLE 2

LIBRARIES WITH ONE OR TWO STAFF MEMBERS IN EACH OCCUPATIONAL TITLE

Title	Number	Percent
Professional		
Full time	271	72.7
Part time	57	86.0
Para-professional		
Full time	90	82.2
Part time	23	83.0
Clerical		
Full time	209	61.2
Part time	136	77.2

SALARIES

Most chief librarians earn between $15,000 and $24,999. Nearly all other librarians, whether they are assistants to the head librarian, are generalists with a variety of duties, or specialize in reference or technical services, earn between $10,000 and $19,999.

TABLE 3

SALARY DISTRIBUTION BY OCCUPATIONAL TITLE AND TYPE OF LIBRARY

Occupation and Annual Salary	Total Replies No.	Total Replies Percent	Corporate	Public	Non-profit	Academic	Government Agency
1. Head librarian							
Under $15,000	45	18.6	21	0	11	9	4
15,000-19,999	78	32.2	43	2	16	8	9
20,000-24,999	81	33.6	44	4	16	12	5
25,000-29,999	23	9.5	20	0	0	2	1
30,000-34,999	10	4.1	5	0	1	3	1
35,000-39,999	2	0.8	2	0	0	0	0
40,000 and over	3	1.2	1	1	0	1	0
Total	242		136	7	44	35	20

TABLE 3 (continued)

Occupation and Annual Salary	Total Replies No.	Total Replies Percent	Corporate	Public	Non-profit	Academic	Government Agency
2.Assistant/varied duties librarian							
Under $10,000	7	8.8	4	0	0	2	1
10,000-14,999	29	36.2	23	0	1	3	2
15,000-19,999	29	36.2	16	4	1	4	4
20,000-24,999	12	15.0	4	1	0	6	1
25,000 and over	3	3.8	0	1	0	1	1
Total	80		47	6	2	16	9
3.Reference librarian							
Under $10,000	11	7.1	1	0	2	8	0
10,000-14,999	71	45.8	18	11	23	19	0
15,000-19,999	44	28.4	19	6	5	10	4
20,000-24,999	23	14.8	2	8	5	8	0
25,000 and over	6	3.9	0	4	2	0	0
Total	155		40	29	37	45	4
4.Technical services librarian							
Under $10,000	1	0.7	0	0	0	1	0
10,000-14,999	54	38.0	13	13	3	25	0
15,000-19,999	58	40.9	21	8	2	25	2
20,000-24,999	27	19.0	5	10	0	9	3
25,000-29,999	0	0.0	0	0	0	0	0
30,000 and over	2	1.4	2	0	0	0	0
Total	142		41	31	5	60	5
5.Para-professional							
Under $10,000	26	33.3	8	2	5	11	0
10,000-14,999	41	52.6	14	8	6	12	1
15,000 and over	11	14.1	3	1	5	0	2
Total	78		25	11	16	23	3
6.Clerk							
Under $10,000	241	61.3	114	36	16	65	10
10,000-14,999	148	37.7	75	23	16	23	11
15,000 and over	4	1.0	2	1	0	0	1
Total	393		191	60	32	88	22

Table 4 indicates that no one type of library consistently has a higher salary schedule for all job titles. Chief librarians and technical services librarians in corporate libraries have the highest median salaries, but their clerks have almost the lowest median salary. Librarians in non-profit agencies have the lowest salaries, but their clerks earn more than clerks in corporate and public libraries.

TABLE 4

MEDIAN SALARIES BY OCCUPATIONAL TITLE AND TYPE OF LIBRARY

Occupational Title	Corporate	Public	Non-profit	Academic	Government Agency
Head librarian	$20,454	*	$15,343	$19,999	$18,333
Assistant/ varied duties librarian	14,348	*	*	*	*
Reference librarian	15,263	$23,333	13,695	13,947	*
Technical services librarian	16,905	16,875	*	15,800	*
Para-professional	11,785	*	*	10,416	*
Clerk	9,210	9,166	9,999	13,384	10,454

*Where there were fewer than 20 cases a median salary would have been meaningless and was not calculated.

TABLE 5

SALARY OF HEAD LIBRARIANS BY HIGHEST DEGREE EARNED*

Annual Salary	High School	BA or BS	MLS	Subject Master's	Doctorate** ***
Under $10,000	1	2	0	0	0
10,000-14,999	6	6	43	6	0
15,000-19,999	2	5	64	9	1
20,000-24,999	2	8	59	14	6
25,000-29,999	1	2	14	3	0
30,000-34,999	0	1	6	2	0
35,000-39,999	0	1	1	0	0
40,000-44,999	0	0	0	3	0
45,000 and over	0	0	1	0	0
Total	12	25	188	37	7

*In preparing this table a subject master's degree was considered "higher" than a library degree.

**Five librarians reported the J.D. degree; this is not the equivalent of a Ph.D. None of them reported a salary.

***Nine librarians reported a doctorate (Table 10); only seven reported their salaries.

TABLE 6

SALARY OF HEAD LIBRARIANS BY TOTAL YEARS OF LIBRARY EXPERIENCE*

Annual Salary	1-4 Years	5-9 Years	10-14 Years	15-19 Years	20 and more Years
Under $10,000	1	0	0	0	0
10,000-14,999	16	15	12	6	4
15,000-19,999	13	26	21	10	9
20,000-24,999	1	13	25	16	31
25,000-29,999	0	3	6	3	7
30,000-24,999	0	0	1	0	5
35,000-39,999	0	0	0	0	2
40,000 and over	0	0	0	0	2

* Two of the highest-paid librarians did not answer the question on years of experience.

TABLE 7

SALARY OF HEAD LIBRARIANS BY NUMBER OF PEOPLE SUPERVISED

Annual Salary	0	1	2	3	4	5	6	7	8	9	10 and over
Under $10,000	2	2	1	0	0	0	0	0	0	0	0
10,000-14,999	9	21	13	5	6	2	0	0	0	1	3
15,000-19,999	6	29	12	12	10	6	0	4	0	2	4
20,000-24,999	7	17	20	11	8	7	6	3	2	6	6
25,000-29,999	0	1	2	1	3	5	3	1	2	1	5
30,000-34,999	0	0	0	0	0	3	1	0	0	0	9
35,000-39,999	0	0	0	1	0	0	0	0	0	0	1
40,000 and over	0	0	0	0	0	0	0	0	0	0	3

TABLE 8

YEAR OR MONTH OF MOST RECENT SALARY INCREASE BY TYPE OF LIBRARY

Date	Corporate	Non-profit	Academic	Public	Government Agency
1975	1	0	0	0	0
1976	0	0	0	1	1
1977	3	0	3	2	4
1978	105	33	36	2	11
Jan. 1979	27	15	8	0	3
Feb. 1979	2	0	0	0	0

WORK LOAD

More than half of the libraries reported a work week of 35 or fewer hours.

TABLE 9

HOURS IN WORK WEEK

Hours	Number reporting	Percent
To 35	181	58.8
Over 35-under 37 1/2	26	8.4
37 1/2	36	11.7
Over 37 1/2-under 40	12	3.9
40	43	14.0
Over 40	10	3.2
Total	308	100.0

As a single indicator (of the many that might be used) of job satisfaction, librarians were asked if they felt that they did too much clerical work. "Too much" was not defined, but was left to the respondents' interpretation. Of the 306 who answered this question, 142 or 46.4 percent responded affirmatively.

OPPORTUNITY FOR PROMOTION

A few librarians have moved into management-level positions, and there is interest in the availability of opportunities for other head librarians to be promoted to company officer. One hundred fifty replied that this question was irrelevant because top executive positions are not in the line of promotion for library occupations. For 41.8 percent of librarians there is a possible future as company officer. Of supervising librarians, 60.3 percent would have to leave their present employment to secure a promotion. If para-professionals complete library school 63.8 percent might be rehired as professionals.

EDUCATION

A subject master's degree as an additional professional asset was regarded in this survey as being a degree "beyond" the library master's.

In law and chemistry libraries it is common to find a librarian with a subject rather than a library degree.

Table 5 shows a surprising number of chief librarians with only a high school education. Although it might have been surmised that their experience had been exclusively in one library in which they had worked for many years, this is not invariably true. Only seven have spent all of their working lives in the library in which they are currently employed. Their library experience ranges from six to 35 years.

Librarians with the Ph.D. are not among the highest paid. Lack of experience cannot account for their relatively low salaries. Their total years of library experience ranges from 9-40. Three work in academic libraries, three in government libraries, two in corporate (profit) libraries and one in a public library.

Eighty persons specified other degrees they hold. People who indicated that they are working toward, but have not yet attained, other degrees are not included in the table.

TABLE 10

ADVANCED ACADEMIC DEGREES HELD BY HEAD LIBRARIANS

Degree Held	Number	Percent
DLS	1	1.3
Ph.D. in LS	0	0
Subject Ph.D.	8	10.0
Subject master's	58	72.4
Advanced work in library science below Ph.D.	13	16.3

Over half of 291 librarians reporting (53.6%) have taken non-degree courses in library or information science. A third (34.8%) of 299 reporting have taken Special Libraries Association or Medical Library Association continuing education courses. Only 1.6 percent of 248 reporting have received automatic salary increases as a result of taking additional course work.

UNION MEMBERSHIP

Of 312 librarians who replied, 82 or 26.3 percent have a union available. Forty-one libraries reported professional librarians as belonging to a union; in one library 99 percent of professional librarians are union members; in four libraries 100 percent are union members. Ten libraries reported a union available for para-professionals; two libraries reported 100 percent union membership. Forty-one libraries reported clerical workers as union members. One had 99 percent membership; three libraries reported 100 percent membership. In 34 of 103 replies (33%) non-members are required to pay dues and in 28.4 percent or 27 of 95 reporting libraries there are different unions for professionals and for non-professionals. More than half of the 234 (136 or 58.1 percent) who answered the question stated that they approved of proesssional librarians belonging to unions. Some librarians are undecided.

FRINGE BENEFITS

Attendance at the Special Libraries Association annual meeting is funded for 165 or 63 percent of librarians who answered. They receive conference time; fare and conference fees are paid for 156; food and lodging are paid for 152.

At local meetings, seminar and other tuition fees are paid for 205 (81.3%); meals in connection with meetings are paid for 167 (69.6%). SLA membership dues are paid for 182 or 68.4 percent. Two hundred twenty-one librarians answered the question, "Do you anticipate difficulty in having the Hawaii meeting funded?" One hundred sixty (72.4%) said yes. Two added the comment that the "thinness" of the program made it difficult to justify a request for funding.

Life insurance is the most widely held fringe benefit; next are health insurance and a pension plan; dental insurance is the least commonly found type of insurance.

TABLE 11

INSURANCE AND PENSION PLAN BENEFITS

Characteristics of Plan	Health Insurance	Dental Insurance	Life Insurance	Pension Plan
Employee pays	36	33	45	36
Employer pays	180	77	169	166
Cost is shared	126	61	69	98
Choice of plan available*	121	16	57	56
Transferability permitted**	162	30	78	64

*Employer allows employee to choose among several plans.
**If employment is terminated the insurance plan may be continued by employee.

Sixty-three librarians reported a profit-sharing plan and 68 reported an annual bonus. In only thirty cases, or 24.3 percent, did receiving the bonus depend on merit or achievement. In 37 instances (31.1%) it was based on rank or seniority, and in 71 cases (61.2%) it was based on a proportion of the salary.

TABLE 12

DATE OF MOST RECENT BONUS BY TYPE OF LIBRARY

Year	Corporate	Non-profit	Academic	Public	Government Agency
1978	46	2*	1	never given	never given
1979	8	0	0	"	"

*Both of these libraries belong to medical societies.

In only 19 cases (6.6%) did a librarian negotiate his/her salary; in all other cases it was determined by company policy. Vacation usually varies (85%) with length of service.

Tuition reimbursement is available to 212 librarians (71.9%), and in 116 cases (53%) reimbursement is not dependent on the degree of job relatedness.

Only one library reported no paid holidays. The two most common holiday schedules per year are eleven days granted by 58 libraries (20.9%), and ten days granted by 52 libraries (18.8%). Three libraries reported annual holidays of 23, 30, and 33 days each.

Three libraries have no paid sick leave; 62 (26.8%) reported twelve days of annual sick leave; 37 (16%) reported ten days. One library allows 90 days, two allow 120 days, and two, 180 days. Unlimited sick leave is reported by 53 libraries (23%).

NOTES

This report is based on little more than a one-third response. A greater number of replies would have been desirable. Many librarians failed to answer all the questions, particularly the ones on salary and experience, which were the "raison d'être" of the survey.

Although more than a month was allowed for the completion and return of the questionnaire, many were late. The late-comers were added until the final closing date of April 10. Three replies received after that date were not included.

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